

**TO:** Claudette Young, Jerry Fryer, Jennifer Harris-Reid  
American Federation of Government Employees, AFL-CIO  
Council 252

**FROM:** Calvin Thomas, Director  
Student Financial Assistance, Human Resources

**DATE:** October 4, 2001

**SUBJECT:** Career Zone

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This memorandum is a follow-up to our October 3, 2001 bargaining session with AFGE, Council 252 on the implementation of the SFA Career Zone initiative.

This confirms the Union's concurrence with the implementation of the Career Zone as described in the briefing materials dated September 6, 2001 with the following understanding: employee enrollment or participation in Career Zone course offerings or professional and personal development is **voluntary**.

Our agreement on the Career Zone is entered into pursuant to Article 8 of the Collective Bargaining Agreement.

cc: Anne Teresa  
Director, SFA University

Jim Keenan  
Director, Labor Relations